



Senior HR Business Partner

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About Us

At South Central Indiana REMC (SCI REMC), we're more than a utility provider—we're a forward-thinking cooperative dedicated to enhancing lives through powering communities and connecting people. As one of Indiana's largest not-for-profit electric and fiber cooperatives, we serve over 35,000 electric members and over 12,000 fiber subscribers across seven counties.

Headquartered in Martinsville, Indiana—just minutes from Indianapolis and Bloomington—SCI REMC is known for its innovation, reliability, and commitment to member satisfaction. Our 150 dedicated employees work together to deliver safe, cost-effective energy and connectivity solutions while driving continuous improvement and growth.

About Opportunity

We're seeking a Senior HR Business Partner (SHRBP) who is ready to step into a key HR leadership role. This position plays a strategic part in aligning people strategies with business priorities and shaping a culture of engagement, accountability, and excellence.

The ideal candidate is a trusted advisor who thrives on collaboration, leads with integrity, and brings a proactive, solutions-focused approach to supporting leaders and employees. For the right person, this role offers significant professional growth and advancement potential within a dynamic, community-focused organization.

Why Join Us?

- Opportunity to shape the 'people' strategy while working alongside executive HR leadership.
 - Be a leader in meaningful organizational change and cultural impact.
 - Competitive compensation, comprehensive, excellent benefits, and professional growth and advancement for the right person. Benefits include a front-loaded Defined Benefit Pension Plan, Matching 401(k) Plan, Employer contribution to HSA to High Deductible Level.
 - A collaborative, inclusive workplace that values innovation, integrity, and employee well-being.
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Position Summary

The SR. Human Resource Business Partner is a key resource for management and employees and will work independently while supporting the VP of HR in recruiting, onboarding, training, management counseling, and overall HR operations, and will demonstrate a strong commitment to advancing the mission of SCI REMC.

Key Responsibilities

- Partner with the Vice President of HR and business leaders to align HR strategies with organizational objectives.
- Lead efforts to attract, hire, and retain exceptional talent that advances SCI REMC's mission and long-term strategic goals.
- Drive the effective administration of HR programs—compensation, benefits, leave, performance, recognition, and development—ensuring alignment with a competency-based culture of excellence.
- Optimize HR systems and data through effective HRIS oversight and serve as a reliable resource for process improvements.
- Provide strategic HR leadership in the VP of HR's absence, advising management on complex employee relations, compliance, and organizational matters.
- Partner with leadership and labor representatives to foster collaboration, manage grievances, support contract negotiations, and strengthen labor relations.
- Guide leaders through change management initiatives, ensuring smooth transitions and sustained engagement across teams.
- Champion compliance and reporting requirements (EEO-1, VETS-4212, AAP, DOL Apprenticeship), maintaining accuracy and accountability.
- Lead wellbeing strategies that promote a culture of holistic health—physical, mental, and financial—for all employees.

Safety & Compliance:

- Oversee workers' compensation, OSHA accountability, and DOT driver compliance.
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Qualifications

Education and Experience:

- A BS/BA degree from an accredited college or university in human resources or related field or equivalent. A Master level or JD is preferred.
- 7- 10+ years of progressive HR experience with at least 3 in a significant HR leadership, or similar role.
- SHRM Senior Certified Professional (SHRM-SCP) certification preferred. SHRM Certified Professional (SHRM-CP) or HRCI Senior Level or Professional level certification acceptable with leadership experience.
- Experience with managing a DOT driver compliance program as DOT designated employer representative (DER), preferred.

Core & Essential Competencies:

Minimum Competency Level: Working Experience to Extensive Knowledge

- **Strategic & Business Acumen** – Aligns HR strategy with organizational goals.
- **Labor & Employee Relations** – Skilled in CBA administration, grievance resolution, union collaboration as well as non-union employee relations.
- **Influence & Communication** – Serves as a trusted advisor to both leadership and employees.
- **Change Leadership** – Guides teams through organizational change with clarity and empathy.
- **Talent Development** – Coaches leaders and staff to enhance performance and growth.

Professional and Personal Skills:

- Strong background in labor relations, including union collaboration, grievance management, and collective bargaining leadership.
- Skilled at advising and influencing leaders with sound judgment, professionalism, and solid business and HR insight.
- Well-versed in employment laws, regulations, and modern HR best practices.
- Exceptional communicator and relationship builder with strong problem-solving and conflict-resolution skills.
- Demonstrates initiative, accountability, and independent decision-making aligned with organizational goals.
- Proficient in HR systems, HRIS reporting, and Microsoft Office—especially Excel.
- Flexible and dependable, with the ability to work additional hours when needed to support the SCI Team during storms, outages, or other critical events.

Preferred Qualifications

- Experience serving as chief negotiator or lead advisor in collective bargaining.
- Training in mediation, conflict resolution, and/or labor law.
- Demonstrated, hand-on familiarity with HR technology and workforce analytics.

SCI REMC is an Equal Opportunity Employer that recruits and hires qualified candidates without regard to race, color, religion, sex (including pregnancy, sexual orientation) age, national origin, disability, genetic information or veteran status.

Hybrid Work at SCI: Following a full year of on-site employment focused on relationship building and organizational integration, employees may be considered for a hybrid work arrangement, typically involving a minimum of three in-office days per week and up to two workdays from home.